



NSPS UPDATE

Impact of Strategic Pause in the Deployment of NSPS

Last month we advised you of DoD's announcement of a strategic pause in the deployment of NSPS. The pause came after the receipt of considerable feedback which triggered the conclusion that more time was needed to focus on simplifying the performance management design, getting performance objectives right, and ensuring the system is simple, clear and understandable.

The pause will impact the deployment schedule. The deployment will be impacted as follows:

- Spiral 1.1, downsized to approximately 11,000 employees, begins April 30, 2006. The rating cycle will extend through October 2006 and the NSPS payout will occur in January 2007. Within Army, the Civilian Human Resources Agency will be the Army's representative in Spiral 1.1. This means then that at Fort Polk, only the CPAC will transition to NSPS under Spiral 1.1.
- Spiral 1.2 begins October 1, 2006 and Spiral 1.3 begins January 2007. The Components and DoD Agencies are identifying activities participating in each of these spirals.

The Unions and DoD went to court on January 24, 2006 as a result of the law suit filed by 10 Unions. The Union issues centered around, among other things, the process used to establish the new labor rules; the applicability of Chapter 71 to the new rules; and the new labor and appeals system. After listening to the arguments of both sides, the Judge requested and the parties agreed to delay the implementation of the new labor relations system until 1 March 2006 pending his ruling.

Of course, you can be assured of two things. First, DoD, as are Army and the Fort Polk leadership, is committed to making the NSPS transition as smooth as possible for the workforce. Ensuring that we "take the time to do this right" has always been a principle in our event-driven implementation approach. We want to make sure that our employees, supervisors, and leaders fully understand this system, and that they have the tools to succeed in a results-focused, performance-based environment. Secondly, and as is our custom, we will keep you informed as developments occur.